

CONCRETE IQ

Concrete IQ is the official magazine of Master Concreters Australia

ISSUE 2, 2019

EXCELLENCE IN INDUSTRY AWARDS 2019



**MASTER
CONCRETERS**

Employees Treated as Contractors	2
Excellence in Industry Awards 2019	3
Member's Profile - BKH Group	6
6 Easy Steps to Create Systems in Your Business	7
Australia's Construction Industry Insolvency Crisis – Reform is Underway	8
End of Financial Year - What You Need to Know	9
Delamination of Concrete Industrial Floors	10

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**MASTER
CONCRETERS**

MCA HOTLINE

Our highly experienced members can provide advice on various issues affecting concrete contractors through our MCA Hotline.

Members may contact our Hotline representatives or if it is more convenient, call the office on 1300 884 544 and they will start the ball rolling.

Chris Jones 0418 871 380
E: chris@qrc.com.au

Greg Bess 0411 416 146
E: greg@bessconcrete.com

Keith McGinn 0414 742 508
E: keith@mcginnconcrete.com.au

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CEO'S REPORT: INDUSTRY AWARDS SHOWCASES HIGH STANDARDS

Welcome to our mid-year edition of the Association's magazine. Once again our annual showcase event the 'Excellence in Industry Awards' was recently held in Brisbane. As is normally the case our mid-year magazine also doubles as our 'Awards Edition' and showcases the finalists and winners on the night. As you will see from the photos the awards were of an extremely high standard and all categories were keenly contested. This year we engaged the services of mentalist Anthony Laye who had everyone in stitches as part of the entertainment on the night. As always, we would like to thank all those that took time out of their busy schedules and joined us for a very enjoyable evening.

On the association front we have recently surveyed members on issues affecting their businesses and will

develop information sessions to provide information on those areas that are causing the most concerns.

Also being established is a Decorative Concrete Committee to bring together our many members delivering decorative concrete applications. The committee will provide networking opportunities for decorative concrete contractors (who are MCA members) around Australia to identify and implement uniform standards to assist when specifying different decorative applications. Also running in tandem will be the design of a certification program for decorative concrete contractors. This will be a large body of work and we look forward to involvement from our members.

David Lingard
CEO, Master Concreters Australia

EMPLOYEES TREATED AS CONTRACTORS

It's against the law for a business to incorrectly treat their employees as contractors. Businesses that do this are:

- not meeting their tax and super obligations
- denying workers their employee entitlements
- illegally reducing their labour costs and gaining an unfair advantage over their competitors.

PENALTIES AND CHARGES

Businesses risk penalties and charges, including:

- PAYG withholding penalty for failing to deduct tax from worker payments and sending this to the ATO
- super guarantee charge, made up of
 - super guarantee shortfall amounts, made up of the amount of super contributions that should have been paid into a complying fund
 - interest charges
 - an administration fee



- additional super guarantee charge of up to 200%.

BUSINESSES CAN BE REPORTED

Businesses that incorrectly treat employees as contractors can often undercut their competitors and obtain an unfair competitive advantage. These businesses illegally lower their labour costs by not meeting all their tax, super and other government obligations for their workers.

If you know or suspect a business is incorrectly treating an employee as a contractor you have the right to inform the ATO. This can be done through their Tax Evasion Reporting Centre available on the ATO website.



Australian Government
Australian Taxation Office



WARWICK DINGLE SUPPLIER REPRESENTATIVE AWARD

FINALISTS

Gary Hulme, Hymix
Conor Lynam, Holcim
Spiros Pappas, Boral Concrete

WINNER

Spiros Pappas, Boral Concrete



L - R: David Lingard, Spiros Pappas,
Warwick Dingle



EXCELLENCE IN INDUSTRY AWARDS 2019

Members and representatives from the building and construction industry gathered at the Emporium Southbank Hotel in Brisbane for the 9th Annual Master Concreters Australia Excellence in Industry Awards. The event once again brought together Master Concretor contractors to vie for the various award categories and the Supreme Award. Congratulations to Assured Concreting Services who took out this year's 'Supreme Award' and to our other worthy winners and finalists who submitted outstanding projects into the various category awards. Noting the awards also recognize those that support our contractor members the 'Supplier Representative Award' was awarded to Spiros Pappas from Boral Sydney.

This year's event saw our highly entertaining mentalist, Anthony Laye keeping everyone enthralled if not in stitches as he skilfully avoided being shot by a nail gun. He certainly capped off a memorable night.

Thank you to everyone who joined the Association from far and wide for what was another great night to celebrate the contributions we all make to the concreting industry. We continue to receive great feedback from those who join with us each year and our industry stakeholders who support our contractor members in many ways.

We look forward to seeing everyone at our 10th Anniversary Awards in 2020.

CBUS BEST DOMESTIC OR DECORATIVE DOMESTIC PROJECT AWARD

FINALIST

Landcon - Project Avonleigh

HIGHLY COMMENDED

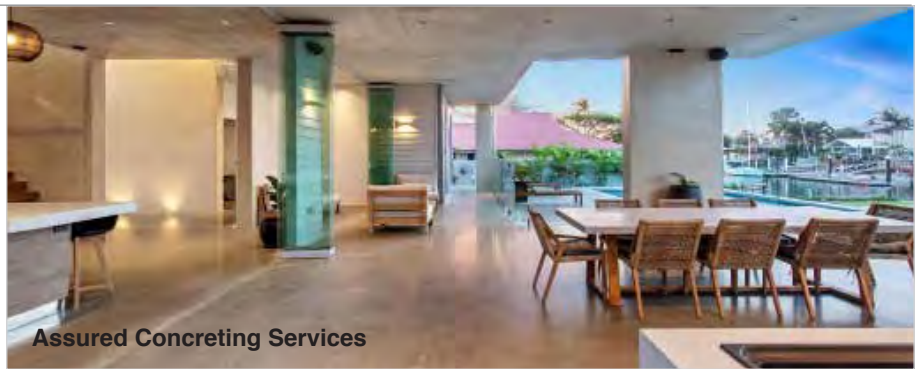
Honed & Polished Concrete - Markou Residence

WINNER

Assured Concreting Services - Kooringal



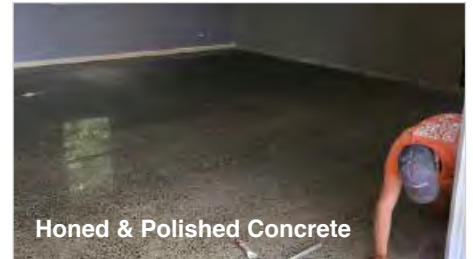
L - R: Glen Halkerston (cbus) and Nic Chabau



Assured Concreting Services



Landcon



Honed & Polished Concrete

AUSREO BEST PROJECT UNDER \$20M

FINALIST

QR Construction Services - Steelforce

HIGHLY COMMENDED

Bess Concrete - Aggreko, Metroplex Westgate

WINNER

General Beton - BMW Sydney Showroom



L - R: Troy Schepisi (AUSREO) Albert Pizzinato and Simon Pizzinato



General Beton



QR Construction Services



Bess Concrete

MCA SAFETY, INNOVATION AND SUSTAINABILITY AWARD

FINALISTS

General Beton - Lighthouse Dee Why

QR Construction Services - Steelforce

WINNER

McGinn Concrete - Bunnings Townsville



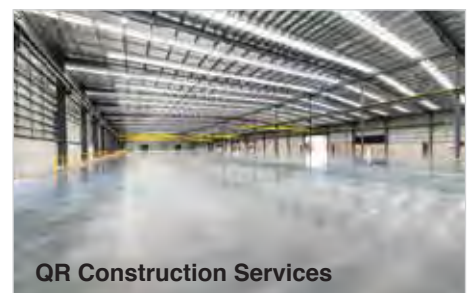
L - R: Simon Benson, Shaun Fuller, David Lingard



McGinn Concrete



General Beton



QR Construction Services

BUSSQ BEST DECORATIVE
COMMERCIAL PROJECT
AWARD

HIGHLY COMMENDED
SDC Custom Designed Concrete - Aura
Central
De Martin and Gasparini - Coles Lake
Macquarie Fair

WINNER
Honed & Polished Concrete - Coles Birtinya



LIBERTY REINFORCING BEST
PROJECT OVER \$20M AWARD

FINALISTS
SDC Custom Designed Concrete - Aura
Central
Assured Concreting Services - Stocklands
Birtinya Shopping Centre

WINNER
BKH Group - Parramatta Stadium



WAGNERS SUPREME AWARD
WINNER

WINNER
Assured Concreting Services - Koorinal



SUSTAINING MEMBERS



MEMBER'S PROFILE

BKH GROUP



BKH Group is a specialist in concrete placement and formwork for the commercial, industrial, civil, mining and residential sectors. Established in 1996, the company has demonstrated substantial growth, operating throughout Australia as a major contracting firm. Owner Benny Howlin and the team at BKH Group provide all the necessary trade expertise inhouse, including concreting, formwork and engineering. Our inclusive and complete service is underpinned by a focus on innovation and extensive expertise, enabling us to deliver safe, cost effective results for all

projects, irrespective of size. Our fleet of pumps and equipment has meant that we are able to easily adapt and competitively price a variety of projects to continually expand our knowledge, team and portfolio.

In our first year as members of the Master Concreters Australia we have been awarded "Best Project over \$20 million 2019" for our work on Bankwest Stadium at Parramatta, NSW. We strive to build on this success in the coming years as members, and nominate our projects in all categories, most of which can be seen on our website and Facebook page.

6 EASY STEPS TO CREATE SYSTEMS IN YOUR BUSINESS

A large part of business success is being able to manage high levels of activity on a daily basis with consistency and efficiency whilst maintaining quality standards. As the owner of the business, you may feel it is all on your shoulders to keep every aspect of the business running smoothly, to a point that you end up spending most of your time micromanaging your team.

How many of you have said, "It would take me longer to teach you than to just do it myself?"

If you had a documented, tried and tested system in place, you could be confident that your team were not just completing tasks but doing them exactly as you would have done. This then frees up your time to focus on more important aspects of the business, or even to take a holiday knowing that your systems are being followed in your absence.

Here are 6 simple steps to create systems for your business:

1. IDENTIFY AREAS THAT REQUIRE A SYSTEM.

The first step puts a lot of business owners off creating systems as it requires time, focus and thought. However, once this first step has been taken you will begin to see how you are able to streamline your business, while empowering your team to step up and start to take on more responsibility.

Create a list of areas which need a system by thinking about what you do on a daily, weekly, monthly, quarterly and yearly basis. How are you spending your time? What are you doing that you wouldn't need to do if you had a system in place? Maybe it's explaining the same thing to an employee for the fourth time. Maybe it's an oversight such as forgetting to follow up on an enquiry.

2. PRIORITISE.

Now that you have your list, you may find it overwhelming to know which aspect of your business to systemise first. Start by thinking about what your top goal is. What is the biggest challenge in your business right now?

Do you want more clients? If so, marketing is the area that needs your attention first and foremost. Write a list of all the tasks involved in your marketing (networking, social media, cold calling etc).

Do you need your team to be more efficient? Detail the tasks that are consuming the most amount of time or detracting from the job at hand. Prioritise these in order of impact on the business.

3. BREAK IT DOWN AND DOCUMENT IT.

I have always used Post-It notes or a whiteboard to perform this next step, however you can use your computer or any other method that suits you.

Take the first priority you want to work on and list the current process. If you are using Post-It notes, write each separate task as-is on a separate Post-It note. Then, using a blank surface like a table or wall, stick them up in logical order. Keep going until your process is finished.

You may come across a Yes/No scenario in which case, just turn your Post-It note until it becomes a diamond shape. Then simply branch off from that.

Once you have read through the process, added to it and re-designed it a little, transfer it to your computer and document it.

4. DO A TRIAL RUN.

Test-drive the first draft of your new system by having someone else work through it. Don't take your system live until you are happy with your trial run. If

your system involves anything external to the business such as marketing, any mistakes in the testing phase would be on public display causing embarrassment, possibly losing you money and potential customers.

Have a team member follow your system exactly as it is documented and in doing so, they may identify a few gaps that you hadn't thought of before. Alter your first draft where necessary and take your second test drive. Repeat this process until you are completely satisfied that all gaps are filled and smoothed over.

5. TRAIN YOUR TEAM.

With your system tried and tested, this step should be relatively straight forward. Review your system with your team, ensuring each action is easily understood and that there are no roadblocks preventing the system from being completed start to finish.

6. REVISIT.

Like most aspects of your business planning, don't simply allocate your system to a dusty shelf after 3 months. Sure, it is probably a well-engrained habit by then; you or anyone else could follow it blindfolded. But things change and your system will need to change too.

Your system may also need re-visiting if it's not frequently used i.e. systems for those tasks that only occur quarterly.

Once systems and processes are in place, you will see a more efficient, productive and confident team and a less stressed and overworked you!

For more information on streamlining your business contact the PROTRADE United team on 1300 767 774.

Written by Jon Mailer
CEO of PROTRADE United
www.protradeunited.com.au





LEGAL

AUSTRALIA'S CONSTRUCTION INDUSTRY INSOLVENCY CRISIS – REFORM IS UNDERWAY

There are calls for urgent intervention from the Commonwealth Government to address the insolvency thousands of Australian contractors and subcontractors face when participants higher in the payment chain become insolvent or fail to pay.

One of the ways in which contractors and subcontractors have been protected by Government has been by the implementation of security of payment legislation in each of the States and Territories. Historically the Federal Government has not legislated to protect subcontractors and has not implemented any security of payment legislation.

This follows the release of the "Review of Security of payment Laws: Building Trust and Harmony" (Murray Review) in May 2018, conducted by John Murray AM. The Murray Review set out to identify areas of best practice for the Australian construction industry, focusing on payment issues and ways to increase protections for subcontractors.

Murray's comprehensive report made 86 recommendations to improve consistency in security of payment legislation and enhance protections to ensure those in the building and construction industry, particularly subcontractors, get paid on time for work they have done, even if the party to whom they are contracted becomes insolvent and regardless of the state or territory in which they operate. The Murray Review also recommended the adoption of a uniform national regime for security of payments to remove the

current inconsistencies between the States and Territories.

Non-payment issues have long plagued the construction industry, causing a world of pain especially for contractors further down the chain – who often do not get paid even if they have completed the work.

The problem is a highly competitive industry with a toxic culture. The problem is often also entrenched in subcontracts (many of which are standard form or expressed to be 'non-negotiable') which often contain onerous terms which provide for payment deferral, set-off, significant delays in payment and otherwise causing financial prejudice to sub-contractors further down the chain.

It starts with a culture of underbidding on jobs just to win work, from the top of the construction chain to the bottom. Then, when the project cannot be delivered on budget and/or on time, everyone in the payment chain is squeezed, not paid in full or at all, with subcontractors usually coming out the worst.

Often non-payment of subcontractors becomes a feature which arises towards the end of a project – often at the time that a final claim is submitted and the discussion ensues about liquidated damages, incomplete and defective works and other reasons to withhold payment.

According to the 2017 Australian Small Business and Family Enterprise Ombudsman's report on the construction industry:

- 37% said more than 60% of invoices were paid late
- 60% said nearly half paid late
- 44% said the average payment was more than 30 days late
- Of those who "always or frequently" pay late;
 - 64% were large/multinational business
 - 61% were medium businesses
 - 39% were small businesses.

Current laws in Australia have attempted to deal with prompt and fair payment. Recently project bank accounts have been introduced in some but not all jurisdictions. They are all designed to protect payments in the event of the insolvency of a business higher in the payment chain. They differ from jurisdiction to jurisdiction and none of them apply universally to all jobs and projects.

With the construction industry in Australia accounting for 20 to 25% of all insolvencies, more needs to be done to protect industry participants right through the payment chain, particularly smaller subcontractors who are the industry's most vulnerable participants.

Various reviews at State and Territory level have resulted in amendments being made to legislative regimes in individual States and Territories (particularly to each jurisdiction's Security of Payment Act) all designed with the right intentions but resulting in an ever-diverging legislative landscape.

Prompted by the crisis, the Queensland Government announced in February 2019 a Special Joint Taskforce, led by a retired Supreme Court judge, to dig deeper into allegations of white-collar crime in the Queensland construction industry. The inquiry will look at, amongst other things, allegations of 'phoenix activity' in the construction industry (a practice in which companies trade whilst insolvent racking up debts and avoiding obligations to subcontractors, employees and creditors) and whether contractors traded whilst insolvent.

The Commonwealth Government has not yet endorsed the recommendations of the Murray Review. It seems that there will be a further process of consultation

as the governments in each jurisdiction, including the Commonwealth, consider the recommendations and the best course from our current position. It would appear unlikely that any reform at a Commonwealth level will occur until sometime after the next Federal election.

The ALP has indicated that, if it wins government, it will introduce a 'Tradie Pay Guarantee' and set up a Federal security of payments legislative regime based on the Murray Review. If the ALP wins government, the Commonwealth government may need to seek the referral of relevant powers from the States to the Commonwealth. Whether some or all of the States and Territories would agree to such a referral remains unclear.

Cornwall's Building and Construction team are actively involved in promoting the reform agenda, including making submissions and participating in the process at all levels of government.



If you have any questions in relation to this article or for any other legal issues, feel free to contact the Cornwall's Help Desk to discuss.

P: +61 7 3223 5900

E: enquiry@cornwallsqlld.com.au

ADVERTORIAL

END OF FINANCIAL YEAR WHAT YOU NEED TO KNOW



SINGLE TOUCH PAYROLL

Single Touch Payroll (STP) is the new way for you to report wages, PAYG withholding and super information to the ATO. Instead of waiting until the end of the financial year, your employees' payroll information is reported at each payroll using a compliant payroll platform.

STP applies to all employers from 1 July 2019.

- **Medium to large employers (20 or more employees)**
You should now be reporting through STP or have applied for a later start date.
- **Small employers (5-19 employees)**
You will need to start reporting through STP any time from 1 July to 30 September 2019. The ATO may grant deferrals to small employers who request additional time to start STP reporting.
- **Micro employers (1-4 employees)**
The ATO will help with transitioning to STP and have offered alternative options – such as allowing employers who rely on a registered tax or BAS agent to report quarterly until 30 June 2021, rather than each time payroll is run. A number of no-cost and low-cost Single Touch Payroll solutions are now available for micro employers.

The ATO may provide exemptions from STP reporting for eligible employers. Please visit www.ato.gov.au for more information.

Read more about Single-Touch Payroll via the ATO.

TAX UPDATE

The Government has increased the instant asset write-off from \$25,000 to \$30,000 with effect from 2 April 2019. Small businesses with an aggregated turnover of less than \$10m are entitled to the instant asset write-off.

The write-off is available when you purchase an eligible asset (such as a vehicle or computer) for less than \$30,000 and it's used, or installed ready for use, between 2 April 2019 and 30 June 2020.

Be sure to check the ATO website for further information on eligibility criteria for the asset write-off.

The Government has also extended the instant asset write-off to medium-sized businesses – a medium-sized business is defined by an aggregated turnover of \$10m or more but less than \$50m.

This information is about Cbus. It doesn't take into account your specific business needs, so you should look at your own financial position, objectives and requirements before making any financial decisions. Read the relevant Cbus Product Disclosure Statement and related documents to decide whether Cbus is right for you. Contact 1300 361 784 or visit www.cbussuper.com.au for a copy.

Cbus' Trustee: United Super Pty Ltd ABN 46 006 261 623 AFSL 233792 Cbus ABN 75 493 363 262



CCAA SMART CONCRETING APP

MCA members should note that Cement Concrete & Aggregates Australia (CCAA) have released the 'Smart Concreting App'.

The app utilises local weather and atmospheric data to calculate evaporation rates. This provides simple guidelines on concrete cracking conditions to site personnel on construction projects to help prevent defects and encourage best practice.

Drawing on multiple data sources it provides:

- real time weather guidance on the potential for plastic shrinkage cracking
- weather information allowing construction decisions to be made up to a week in advance
- background information on critical factors affecting concrete cracking including temperature, wind speed and relative humidity
- knowledge on how to prevent costly mistakes and remedial work
- easy access to valuable and relevant CCAA information on best practice guidelines for concrete placement
- knowledge about concrete, how it behaves and industry best practice

The app can be downloaded FREE from the iTunes and Google Play stores on your smart phone by searching for smart concreting or CCAA.



DELAMINATION OF CONCRETE INDUSTRIAL FLOORS

Delamination is the detachment of a thin (up to 5mm) surface layer from the rest of the slab. It is initially manifested by a 'drummy' sound when the pavement is tapped or trafficked.

The cause of delamination is predominantly related to the timing of the final trowel finishing operations, which should ideally start only after initial setting of the concrete.

If trowelling (which compacts and thereby reduces the permeability of the surface layer of the concrete) is undertaken prematurely bleed water can be trapped underneath the densified surface layer forming blisters which may delaminate under subsequent surface loading.

Delamination can also occur if surface mortar is moved by finishing equipment during final trowelling to fill 'low spots'. High angle trowel blades can cause shearing of the mortar in these spots from the concrete layer beneath. The repositioned mortar simply sits on the underlying concrete rather than bonding to it to form a monolithic slab, and eventually detaches from it.

Most causes of delamination relate to the finishing technique and its timing not being appropriate for the concrete behaviour in the particular environment, not to the properties of concrete as delivered.

It is essential that the concrete supplier be advised of the standard and quality of surface finish specified (eg burnished, super flat, 'F' and 'L' numbers, etc) at the tendering stage. Such communication may identify the need for special mix designs or different finishing techniques either of which may incur higher costs. All parties should arrive at a clear understanding of each other's responsibilities and guarantees before the project starts.



The main items which should be controlled in order to minimise the risk of delamination are:

1 UNIFORMITY OF PLACEMENT, BLEED RATE AND SETTING TIME OVER THE SURFACE

For large areas of pavement numerous truck loads of concrete are required. Consistent bleed rate and setting time between the loads are important to avoid varying finishing times over the area placed. Placing concrete progressively from one side to the other also assists in allowing finishing to proceed uniformly in the direction of placement.

The use of admixtures that impede the migration of bleed water to the surface or extend setting times of the concrete may result in the surface appearing to be ready to finish, resulting in premature finishing and increased risk of delamination.

Any use of special admixtures must consider the impact on the bleeding properties of concrete, especially the effect on the time period during which bleeding occurs and on the time/age when final finishing can commence.

2 EVAPORATION RATE

An indicator that the concrete is nearly ready for final finishing is the absence of either water or water sheen (from bleeding) on the surface. This can be misleading if the rate of evaporation of water from the surface is greater than the rate at which the bleed water is rising to the surface, the surface will appear dry and firm enough to give the impression that the concrete is ready for finishing. This may lead to premature finishing and the risk of delamination.

3 FINISHING PROCESS

The finishing process should match the direction of concrete placement and be undertaken at an appropriate time and rate so that concrete is finished at a consistent time after placement and not prematurely. The finishing process should be planned and controlled by a documented work procedure and objective evidence of compliance that ensure the stated direction of finishing matches that of placement.

MCA BRISBANE GOLF DAY

Monday 9th September 2019

Venue - Wynnum Golf Club

Shotgun start 8.30am

Arrive 7.30am for registration, pre-round snacks and briefing

Treat your staff and industry contacts to a morning of golf on this industry RDO

- \$100 + GST per player
- Teams of four

INCLUDES: Golf carts, on course drinks and post round BBQ



**MASTER
CONCRETERS**



**PORTABLE
LONG SERVICE
LEAVE**

Employer obligations

- 1. Register your business with QLeave
- 2. Complete your worker return by 31 July
- 3. Claim back long service leave you paid your worker

1300 QLEAVE • www.qleave.qld.gov.au



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Our leading industry super fund has been helping workers in the building and construction industry for over 30 years.

We're here to help you and your family get your super sorted to build for your retirement.

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BUSSQ
building super



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NOW**

Master Concreters Australia is the industry trade association working for and supporting concrete contractors.

